



**cenitex**

# Victorian HR Innovation Roadshow 2024

**Thursday, 29 February 2024**

Melbourne

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## Agenda at a Glance

The public sector in Victoria is one of the largest employers in the State. Public sector organisations are constantly competing with organisations within this sector as well as externally. New talent are naturally gravitating more towards private sector roles that offer more flexibility and options that suit. Attraction and retention of talent is one the biggest challenges the Victorian public sector faces today.

There is also massive transformation going on in the public sector. Organisations are actively implementing efficient hybrid work set up, to delving more into flexible work contracts. There is an employee-based focus that is encouraging growth within the public sector workforce to both attract new talent and retain current talent.

With this current transformation in process, the full-day Victorian HR Innovation Roadshow 2024 is designed to equip public sector HR with the tools to build high-performing teams and deliver outcomes that benefit the country and state. The program will showcase key projects, best-practice, and insights to demonstrate how government can sustain its transformation trajectory and build a world-class workforce.

[VIEW THE WEBSITE](#)

## Who You'll Meet

This series is designed for professionals involved in:

- Talent Acquisition and Human Resources
- Workforce Strategy
- Workplace Analytics
- Learning and Development
- People and Culture
- Workforce Capability
- Diversity and Inclusion
- Business Partnering

## Benefits of Attending



**Benchmark against top case studies** from Victoria's public sector organisations that focus on tangible outcomes that you can implement in your organisation immediately



**Exclusive networking opportunities** through increased interactivity to connect and collaborate with your peers and other experts



**Hear from thought leaders** and keynote speakers from Victoria's public sector organisations on strategies and initiatives they are implementing to create a dynamic workforce in their organisation



**Learn key takeaways** on HR transformation projects

# HR Innovation 2023 Snapshot

## DATABASE SIZE

10,000+

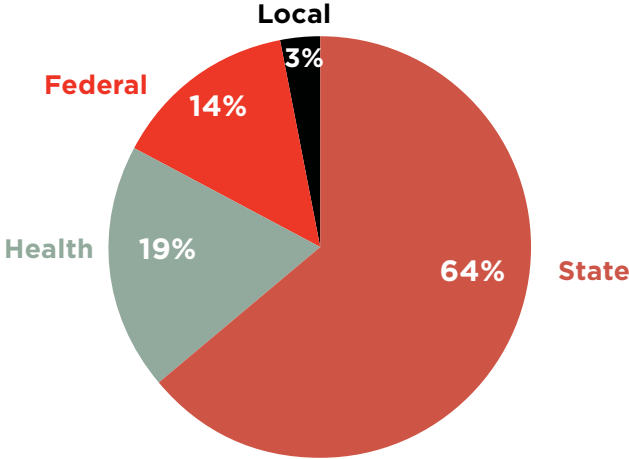
## KEY JOB TITLES

- Learning and Development
- Workforce Strategy and Planning
- HR Operations and Remuneration
- People and Leadership
- HR Business Partnership
- Employee Relations
- Future of Work
- Talent Acquisition
- People and Culture
- Human Resources

## TOP FIVE ORGANISATIONS

1. Victoria Police
2. Victorian Auditor-General's Office
3. Victorian Building Authority
4. Cenitex
5. Victorian Public Sector Commission

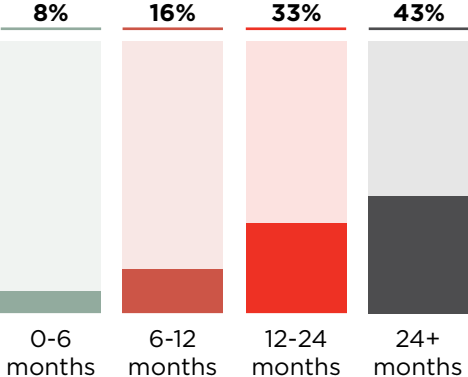
## KEY SECTORS



## TOP INTEREST AREAS

- Employee Wellness
- Employee Engagement Tools
- Recruiting Solutions

## INVESTMENT TIMEFRAME



## DECISION MAKING ROLES

- 19% Users
- 33% Decision Makers
- 48% Influencers

# Your Inspiring Speakers



**Amanda Daniel**

*Chief People and Culture Officer*

**Essential Services Commission**



**Deb Fankhauser**

*General Manager People and Stakeholders*

**Lower Murray Water**



**Jennifer Kuiters**

*Director, People Advisory*

**BDO Australia**



**Sudhir Mishra**

*Chief Human Resources Officer*

**Cenitex**



**Holly Brailsford**

*CEO & Co-founder*

**Brancher**



**Derek Sheerin**

*Group General Manager*

**Davidson Technology Consulting**



**Annie Reeves**

*Executive Director People and Culture*

**Department of Jobs, Skills, Industry and Regions**



**Sharon Ardley**

*Director of Consulting*

**PBC Hogan**



**Joanna Georgalis**

*Partner, Consulting*

**BDO Australia**



**Brian Boyle**

*ADirector of HR Operations, Payroll and insights*

**Department of Transport and Planning**



**Dr. Leith Middleton**

*Principal Consultant*

**Mapien**



**Andrew Keen**

*Executive Director People, Culture & Corporate*

**WorkSafe Victoria**



**Allyson Skene**

*APJ Head of HCM Strategy*

**Workday**

# Agenda at a Glance

**8:00am**    **Registration and Networking Coffee**

**8:55am**    **Welcome from Public Sector Network**

**9:00am**    **Welcome from the Chair**  
Joanna Georgalis, *Partner, Consulting*, BDO Australia

**9:10am**    **Government Keynote: Embracing HR Transformation in the Australian Public Sector - Leading the Change**

- Innovating the approach to recruitment and organisational structure to derive the best fit and outcome for the workforce
- Developing an HR transformation roadmap
- Addressing the current recruitment landscape within Australia's public sector

**Amanda Daniel**, *Chief People and Culture Officer*, Essential Services Commission

**9:30am**    **Partner Session: Embedding ethical AI into your public sector HR and Finance teams to improve efficiencies, drive transformation and better serve citizens and employees:**

- Attracting talent
- Retaining talent
- Career growth
- Workforce diversity
- Enhanced employee experience

**Allyson Skene**, *APJ Head of HCM Strategy*, Workday

**9:50am**    **Keynote: Bold HR Leadership in the Digital Landscape - Embracing Digital Transformation to Provide an Exceptional Employee Experience**

In a complex and changing technological landscape, the modern workforce expects an employee experience that is seamless, integrated and personalised.

**Sudhir Mishra**, *Chief Human Resources Officer*, Cenitex

**10:10am**    **Panel Discussion: The Modern and Flexible Australian Public Sector Workforce**

- Understanding the drivers that the workforce appreciates – flexible working arrangements, career progression – and incorporating them into contracts
- Highlighting the reality of the turnover in the public sector
- Combatting psychosocial risks to develop retention strategies

**Brian Boyle**, *A/Director of HR Operations, Payroll and insights*, Department of Transport and Planning

**Dr Leith Middleton**, *Principal Consultant*, Mapien

**Facilitated by: Joanna Georgalis**, *Partner, Consulting*, BDO Australia

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**10:50am Morning Tea and Networking Break**

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**Fireside Chat: Building a Culture of Wellbeing - Empowering the Public Sector Workforce to Deliver Their Best**

- 11:20am**
- Diving into key elements that organisations need to be considering when it comes to employee wellbeing
  - Combatting fatigue that has been caused as a result of post COVID issues such as short staffing
  - Providing wellbeing checks for staff

**Andrew Keen**, *Executive Director People, Culture & Corporate*, WorkSafe Victoria

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**Partner Session: Defining and measuring high performance leadership and teams in the public sector**

- 11:40am**
- In leading the future Public Service, leaders will need to be high performing, drive exceptional employee engagement and be focused on outcomes and results
  - The latest innovative research demonstrates a link between a leader's effectiveness and the performance of their team
  - Embedding a practice of analytics and regularly measuring leadership and team effectiveness, fosters self-awareness, transparency and builds capability across a future focused public sector

**Sharon Ardley**, *Director of Consulting*, PBC Hogan

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**12:00pm Break**

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**12:10pm Concurrent Roundtables**

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**Roundtable 1: Engaging and empowering your workforce through digital transformation of employee facing systems:**

- Supporting integrity through accountability and governance capabilities in a single secure platform
- Simplify and streamline administrative processes to drive cost efficiencies
- Deliver an enhanced user experience and improve internal collaboration across the public sector
- Empower staff with data insights to inform decision making within the public sector

**Allyson Skene**, *APJ Head of HCM Strategy*, Workday

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**Roundtable 2: Measuring leadership to drive individual and team performance**

- The latest research demonstrates how to define and measure leadership that drives engaged teams and outcomes
- Current insights indicate leadership is driven by personality, experience and behaviour, this is measurable and improvable
- Future focused leaders in the Public Service will need to successfully demonstrate four meta competencies to build teams and deliver outcome

**Sharon Ardley**, *Director of Consulting*, PBC Hogan

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**Roundtable 3: Workplace Transformation - How AI and Technology are changing the game**

- Considering the impacts on your EVP
- Maximising cross generational benefits
- Staying ahead of the curve

**Derek Sheerin**, *Group General Manager*, Davidson Technology Consulting

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**Roundtable 4: The Psychosocial Code of Practice and Mentally Healthy Workplaces**

- Ways of meeting obligations while also creating mentally healthy workplaces.
- Insights into strategies Australian workplaces are implementing.
- Current and likely future implications of the psychosocial Codes of Practice.

**Dr Leith Middleton**, *Principal Consultant*, Mapien

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**Roundtable 5: Mentoring, Coaching, and Sponsorship in Government Organisations**

- Explore the synergy and transformative impact of integrating social, collaborative, and experiential learning within government organisations
- Understand the key differences to mentoring, coaching, sponsorship
- Determine your Department's current state of mentoring maturity
- Understand common challenges to mentoring programs and how these can be overcome
- Gain insights into how other Departments are using mentoring, coaching, and sponsorship to increase talent attraction and retention

**Holly Brailsford**, *CEO & Co-founder*, Brancher

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**12:55pm**   **Networking Lunch**

**2:00pm**   **Concurrent Roundtables**

**Roundtable 1: Engaging and empowering your workforce through digital transformation of employee facing systems:**

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- Simplify and streamline administrative processes to drive cost efficiencies
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**2:45pm**    **Break**

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**Keynote: Fostering a Diverse Workforce Culture in the Australian Public Sector**

- 2:50pm**
- Strategies in place to in ensuring a diverse workplace
  - Creating a safe and thriving work environment for neurodiverse employees
  - Key elements for implementing a successful diversity and inclusion program in your organisation

**Deb Fankhauser**, *General Manager People and Stakeholders*, Lower Murray Water

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**3:10pm**

**Interactive Panel: The Impact of Technological Disruption on the Workforce and Their Skillset**

- Balancing human and technological resources in the organisation
- The reality of roles within the public sector with the availability of tools such as openAI, Machine Learning and more
- Collaborating with automation and human resources to deliver outcomes for the public sector

**Annie Reeves**, *Executive Director People & Culture*, Department of Jobs, Skills, Industry and Regions

**Sudhir Mishra**, *Chief Human Resources Officer*, Cenitex

**Facilitated by: Joanna Georgalis**, *Partner, Consulting*, BDO Australia

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**3:40pm**

**Closing Remarks from the Chair**

**Joanna Georgalis**, *Partner, Consulting*, BDO Australia

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# Our Sponsors

## Government Endorsing Partner

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## Chair

**BDO**

## Platinum

**workday.**

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PETER BERRY CONSULTANCY

## Silver

 **MAPIEN**  
WORKPLACE STRATEGISTS

## Bronze

**Davidson**

 **BRANCHER**



# Event Schedule

## FEBRUARY

Innovate WA Showcase	WA
Cyber WA Showcase	WA
HR & Future of Work Roadshow	NSW   WA   QLD   SA   VIC   QLD   NZ

## MARCH

Digital & CX Roadshow	NSW   WA   QLD   SA   VIC   QLD   NZ
Transport Technology Showcase	NSW

## APRIL

Innovate SA Showcase	SA
Cyber SA Showcase	SA
Local Gov Showcase	NSW   WA   QLD   SA   VIC   QLD   NZ

## MAY

Education NSW Showcase	NSW
Innovate Australia Showcase	ACT
Cyber Federal Showcase	ACT

## JUNE

Data and Analytics Roadshow	NSW   WA   QLD   SA   VIC   QLD   NZ
Innovate NSW Showcase	NSW

## JULY

Health Innovation Roadshow	NSW   WA   QLD   SA   VIC   QLD   NZ
Cyber VIC Showcase	VIC
Innovate NSW Showcase	VIC

## AUGUST

Operational Excellence Roadshow	NSW   WA   QLD   SA   VIC   QLD   NZ
Education SA Showcase	SA
Australian Security Showcase	ACT

## SEPTEMBER

Innovate QLD Showcase	QLD
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## OCTOBER

Cyber NSW Showcase	NSW
ICT & Cloud Roadshow	ACT
Connectivity.NSW Showcase	NSW

## NOVEMBER

Innovate NZ Showcase	NZ
Cyber NZ Showcase	NZ
Smart Cities and Municipalities Showcase	NSW
Digital.NSW Showcase	NSW

## DECEMBER

Data and AI Showcase	ACT
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